

PERFORMANCE BASED COMPENSATION PLAN

This is due July 1, 2008. If the plan is submitted earlier, the State Board will review your school's plan and let you know if they would like any corrections made to your plan.

1. Who is eligible for the performance-based compensation?

Canyon Rim Academy will use these funds for full and part time licensed teachers.

2. What are the criteria for awarding performance-based compensation?

Canyon Rim Academy's criteria for awarding performance-based compensation will focus on assessing and evaluating student learning in literacy as defined in the Utah Professional Teacher Standards (UPTS) and Continuum of Teacher Development.

3. Assessing & Evaluating Student Learning:

- a. Assess learning goals based on Utah Core Curriculum Standards.
- b. Use multiple sources of formal and informal assessment to verify student learning.
- c. Maintain accurate records of student progress.
- d. Use student achievement data to inform instruction.
- e. Communicate feedback on learning progress to students/parents/guardians.

Each teacher will set a progress goal in each of the 5 objectives of Assessing and Evaluating Student Learning on the Continuum of Teacher Development – Level 1 -Basic, Emerging; Level 2 - Proficient, Master. Teachers will receive the performance-based compensation for progressing in their 5 goals to Proficient or Master in assessing and evaluating the literacy components of: phonemic awareness (K&1st grade), phonics, vocabulary, comprehension, and fluency. The compensation amount will be determined by points awarded based on individual teacher performance. The total number of points possible will be 100; 20 points for each goal for the 5 Assessing & Evaluating Student Learning objectives.

3. What are the instruments or assessments that may be used to measure or evaluate performance?

Performance will be evaluated using the Utah Professional Teacher Standards and Continuum of Teacher Development.

4. What is the amount of performance based compensation that may be awarded?

Canyon Rim Academy will receive \$36.33 per student based on the state's projection. The total amount awarded to the school will be divided by the total amount of points earned by all participating teachers, resulting in a dollar amount per point.

5. Will the performance-based compensation be based on individual, team, or school-based performance? Perhaps a combination?

The performance-based compensation will be based on individual performance.

6. Will the plan include measures of student academic progress or growth? (Optional)

During the first year the plan does not include a measure of student academic progress or growth. Year one will serve as baseline data in regard to student performance. After year one, compensation will be more heavily determined by student testing data from the teacher developed assessments, DIBELS and UPASS

7. Will the plan include specific measures of instructional quality? (Optional)

Yes, the Utah Professional Teacher Standards will be used to measure the quality of assessment which also measures instructional quality.

8. Will the plan measure parent and student satisfaction? (Optional)

Parent and student satisfaction with the communication of feedback on learning progress to students/parents/guardians will be measured.

9. Will the plan measure school progress? (Optional)

Year one will serve as baseline data. In following years the plan will measure student progress.

10. What other measures will be used that demonstrate improved academic and instructional performance? (Optional)

Improved academic performance: Year one will be used to collect baseline data. Teacher developed assessment tools, DIBELS, and UPASS will be used.

Improved instructional performance: Utah Professional Teacher Standards and Continuum of Teacher Development will be used.

Other Notes:

- ❖ This program is good for the 2008-2009 school year only
- ❖ Monies may only be used in accordance with an education entity's performance-based compensation plan. If an education entity uses performance-based compensation monies for purposes other than those stated in its performance-based compensation plan, the education entity shall reimburse the monies that were improperly used.
- ❖ There will be a required report to USOE about
 - i. The number of employees in the school who received performance-based compensation;
 - ii. The total number of employees in the school;
 - iii. The average of the performance-based compensation awarded to all employees; and
 - iv. The maximum amount of performance-based compensation awarded to an employee in the school.

For School Use Only, after the performance based compensation has been given:

	Name of Employee (Include all employees in the school)	Amount Awarded
1		\$
2		\$
3		\$
4		\$
5		\$
6		\$
7		\$
8		\$
9		\$
10		\$
11		\$
12		\$
13		\$
14		\$
15		\$
16		\$
17		\$
18		\$
19		\$
20		\$
21		\$
22		\$
23		\$
24		\$
25		\$